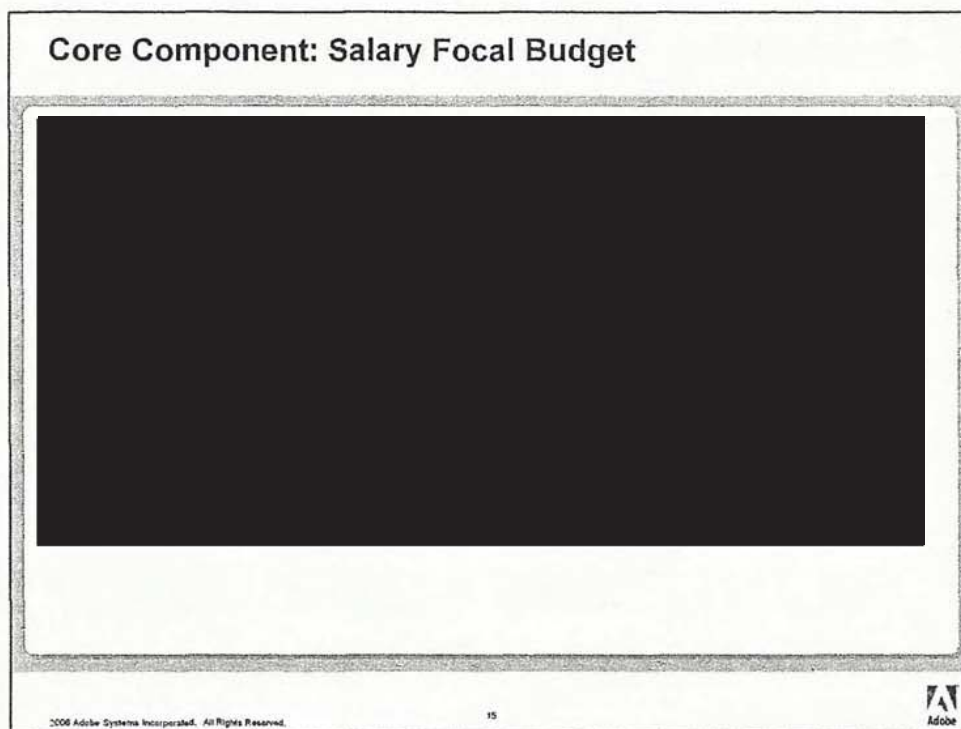


# **EXHIBIT 2486**

(PART 2 of 3)



2186.59

### Example of Base Salary Impact with Pro-rated Budget



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16



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**Core Component: Salary Focal Budget (cont.)**

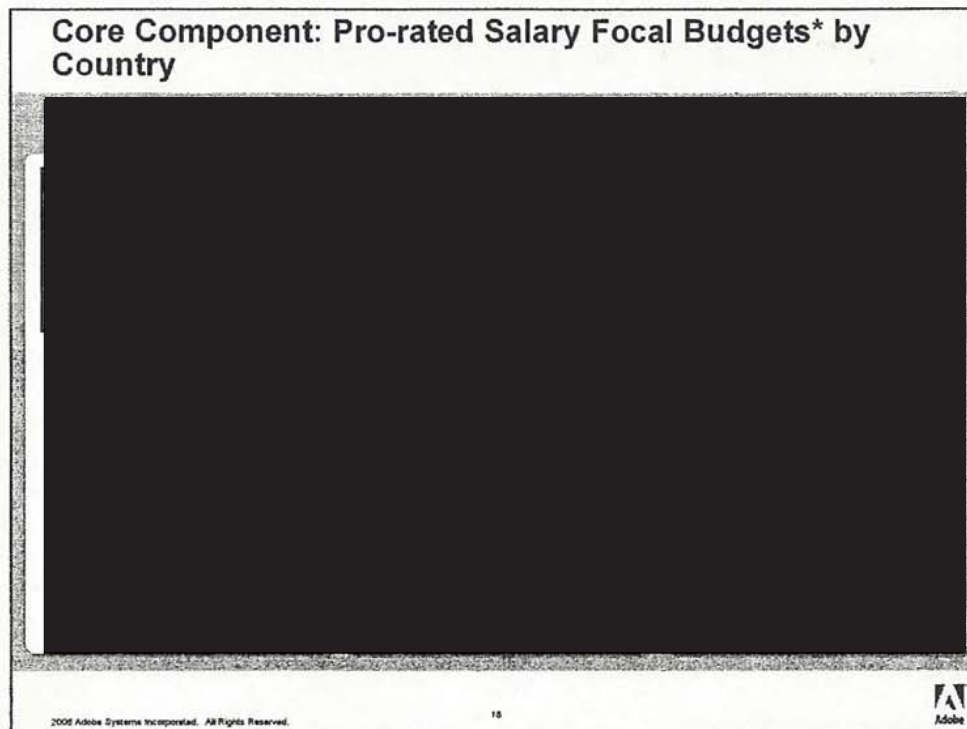


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17



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2486.63

**Core Component: Salary Increase Matrices (except India)**



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2486.64

**Core Component: Impact on Company Position to Market**



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21





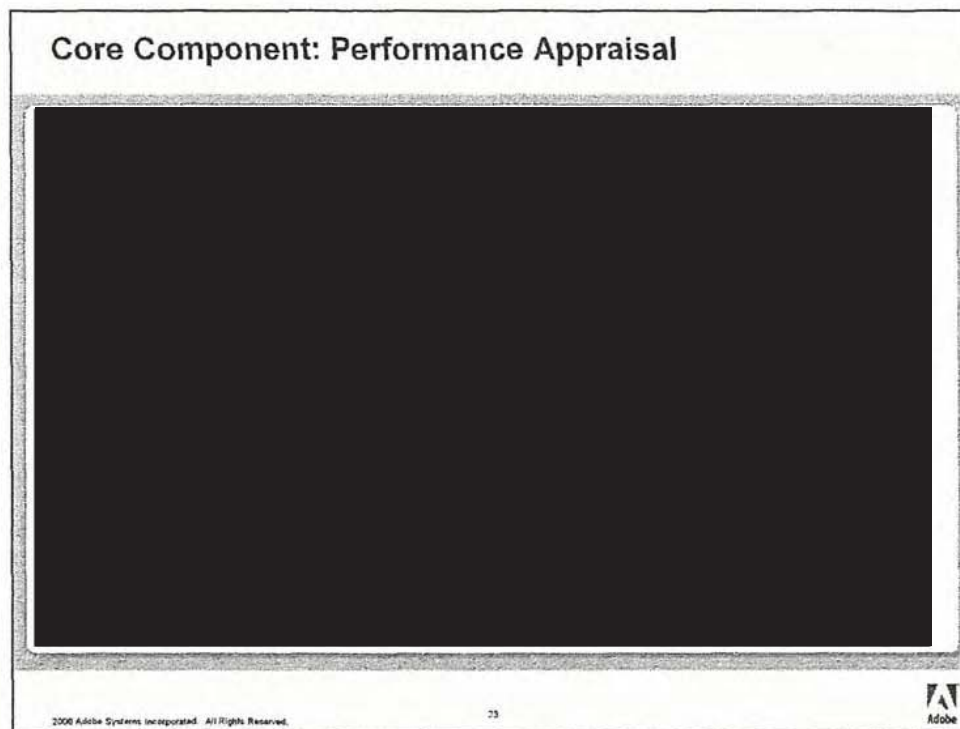
**Core Component: Salary Focal Tool**

- Refer to the Adobe Presenter available on the Managers' Focal web site for help installing and using the tool

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- Refer to the *Salary Focal Tool and Reports* document on the Manager's Focal website.





2486.67

### Core Component: Performance & Salary Discussion

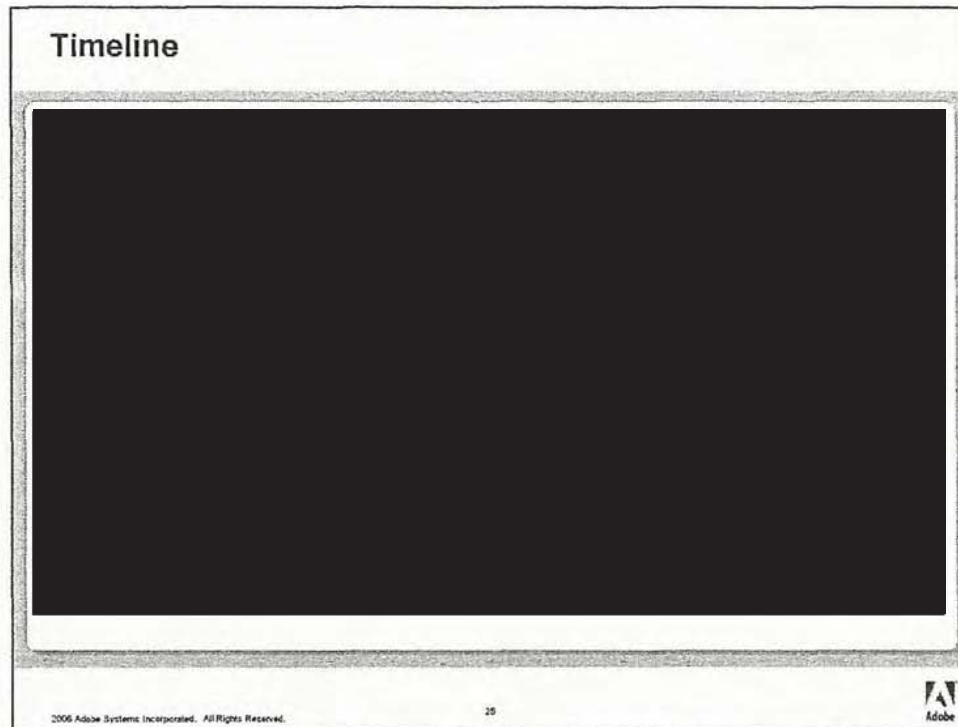


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24 86.68



- Managers can start writing reviews now using the Performance Appraisal Worksheet (non-routable) available on the Manager's Focal website, and then copy/paste into the routable form, which will be available on 12/4.


2486.69

## Resources

- 2007 Managers' Performance Focal web site
  - Access from Inside Adobe
  - Adobe PDF of Managers' reference documents
  - Links to forms
  - Link to online Enrollment System to enroll in a 1:1 Coaching session
  - Posted email communications to managers and employees
- Managing at Adobe Website
- Communications
  - Email reminders for key action items
- If you have questions about...
  - An employee issue, contact your Human Resources Manager
  - The Focal timeline, process, or tools, contact the HRIC at x6-HELP (4357), option 5

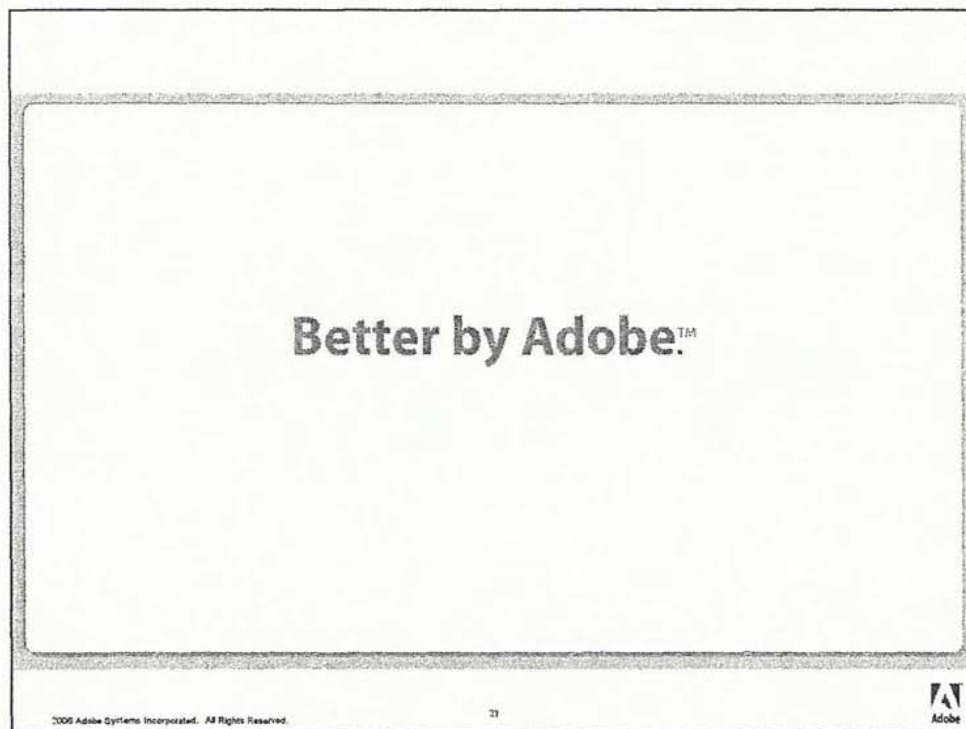
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- You can find your HRM on the Org Chart on Inside Adobe.
- Coaching sessions will be offered in Jan.
- Even though the HRIC is mainly for North America employees, for Focal timeline, process or tools questions, all employees can contact the HRIC.

248.70

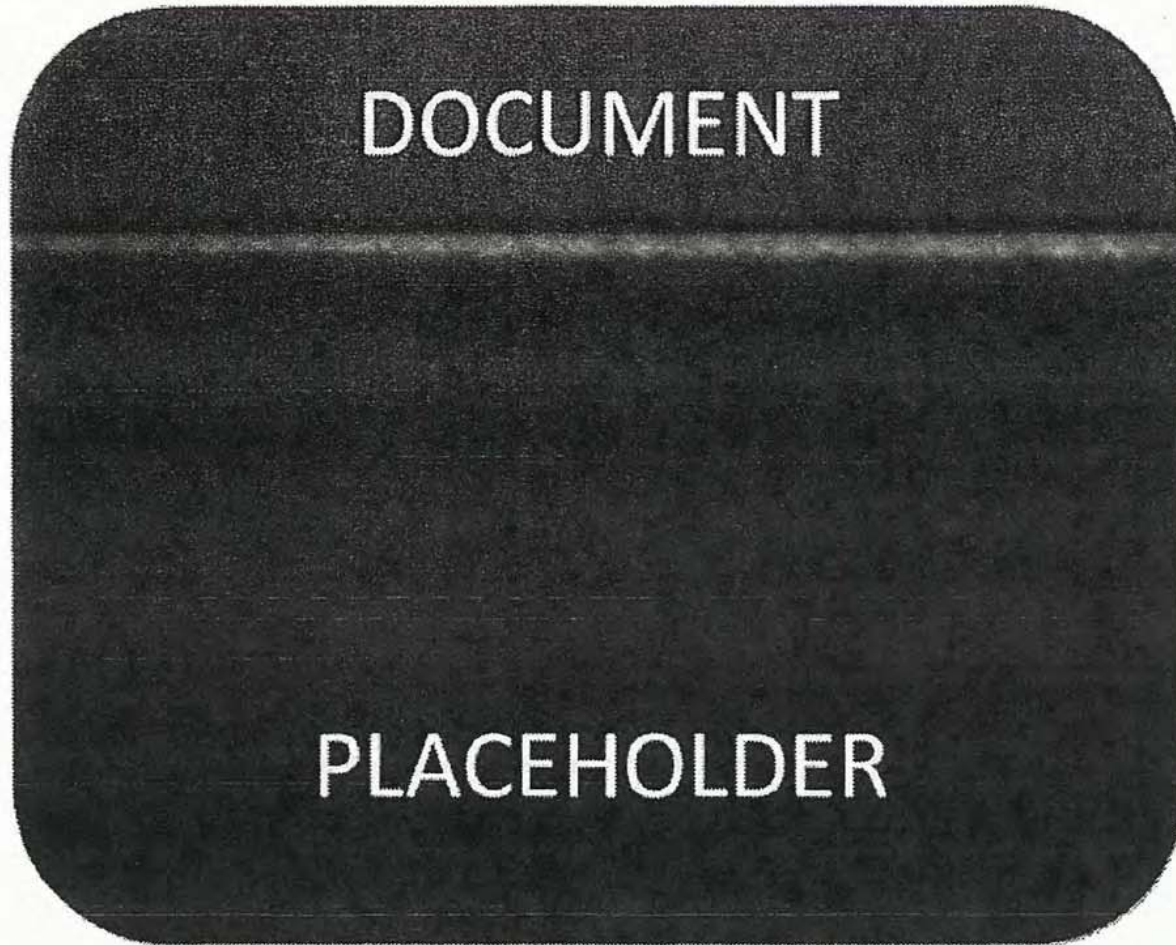


24 86.71

# EXHIBIT 3

2486.72





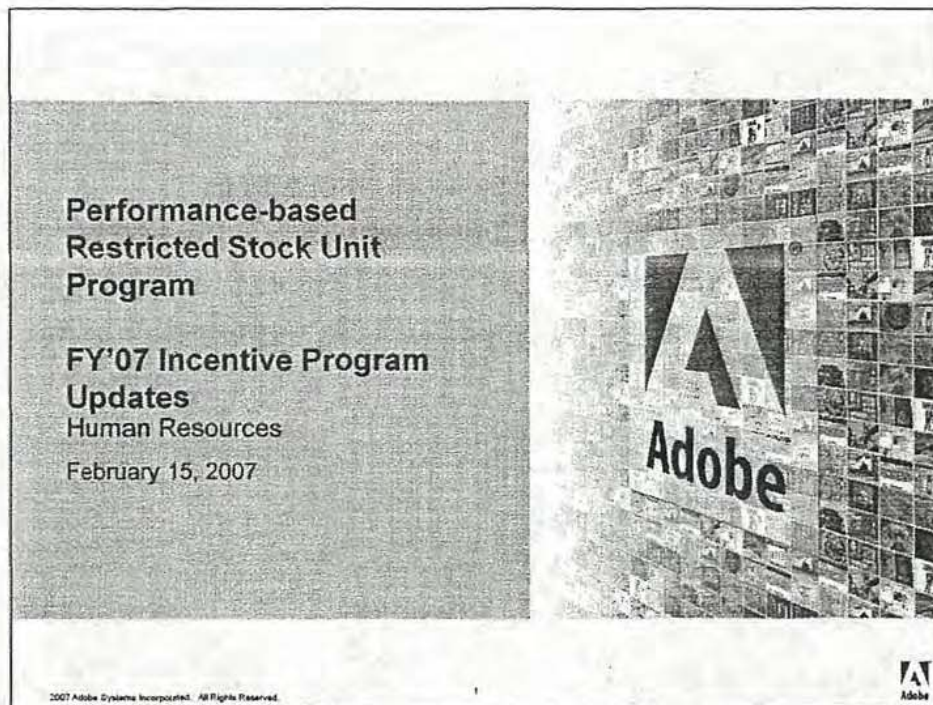
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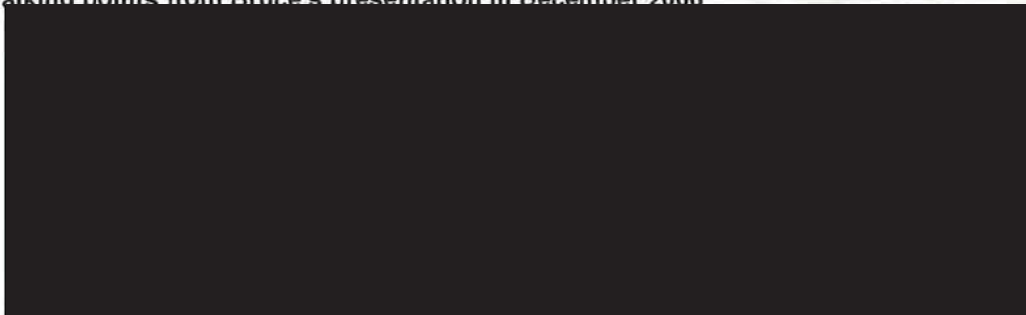
24 86-73

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- Introduce Performance based Restricted Unit Program once and reference as PSU through out the rest of presentation
- Talking points from Bruce's presentation in December 2006



## Agenda

- Total Compensation
- Performance-based Restricted Stock Unit (PSU) Program
- Annual and Quarterly Variable Cash Incentive Plans (AIP and QIP)
- Your Next Steps
- Q&A

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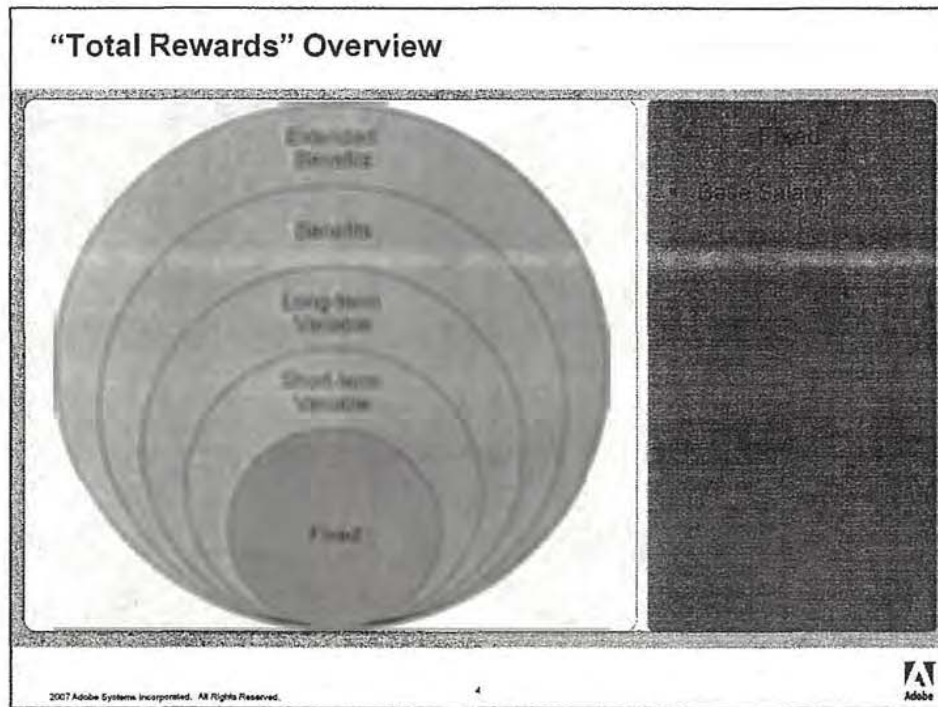


- What we're going to cover today....remind them that this is a follow-on from the Dec. 20 Sr. Leader meeting and that this meeting is also being recorded for playback
- Housekeeping...how to ask questions via chat/telephone, etc.

2186.75

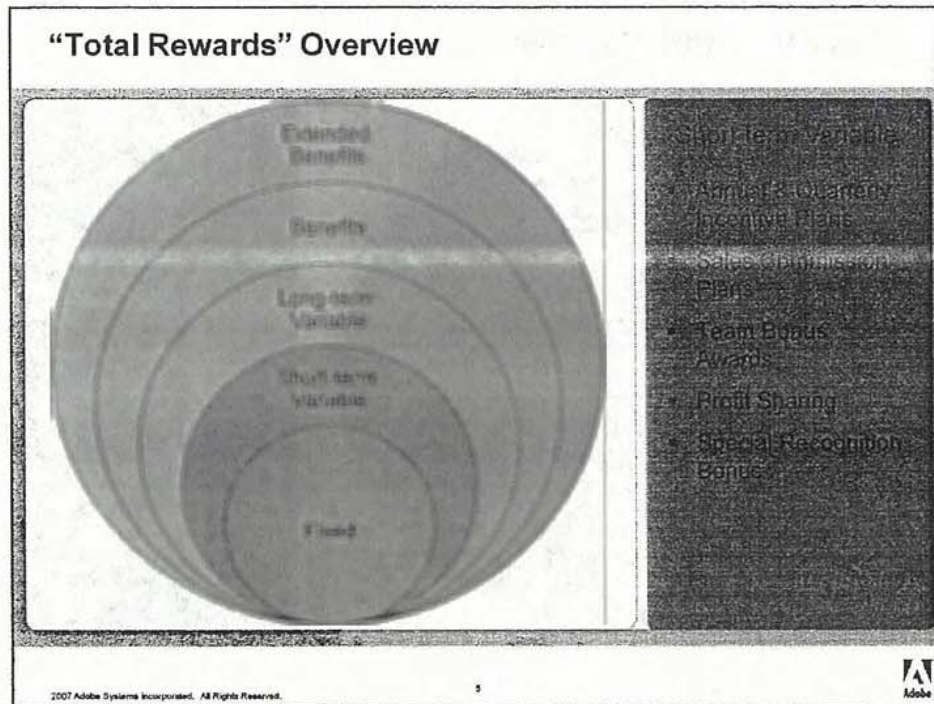


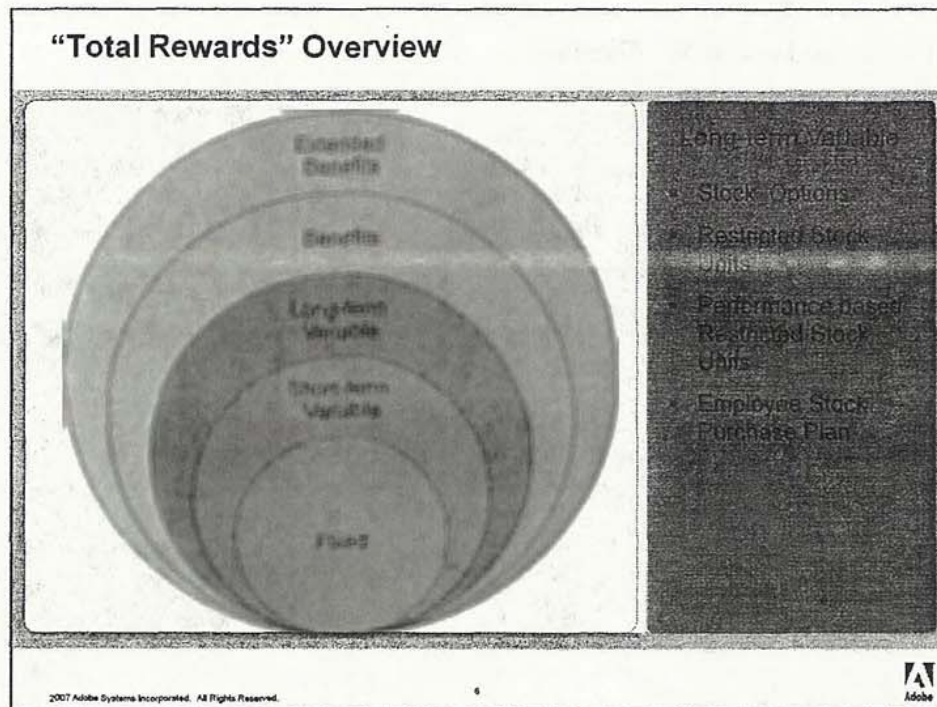
- **Introduction: With the importance of compensation and building a performance based culture, there needs to be alignment of goals that drive behaviors which lead to customer satisfaction, which then results in revenue/profit to the company, which then translates to shareholder appreciation and back to business performance**
- ***We are committed to the following principles:***
  - We share our success with our employees.
  - We provide a work environment including the tools, training and relevant information that supports a high level of personal and organizational productivity.
  - We work together as individuals, managers and teams to define goals, and hold ourselves accountable for objectives we set.
  - We recognize and reward results and contributions tied to the success of the company and in support of company values.
  - We offer competitive benefits geared toward individual needs, flexibility, competitive environment, and cost effectiveness.
  - We offer or participate in programs, which allow employees to effectively plan for and manage their financial futures.
  - We communicate the goals, features and value of our programs.



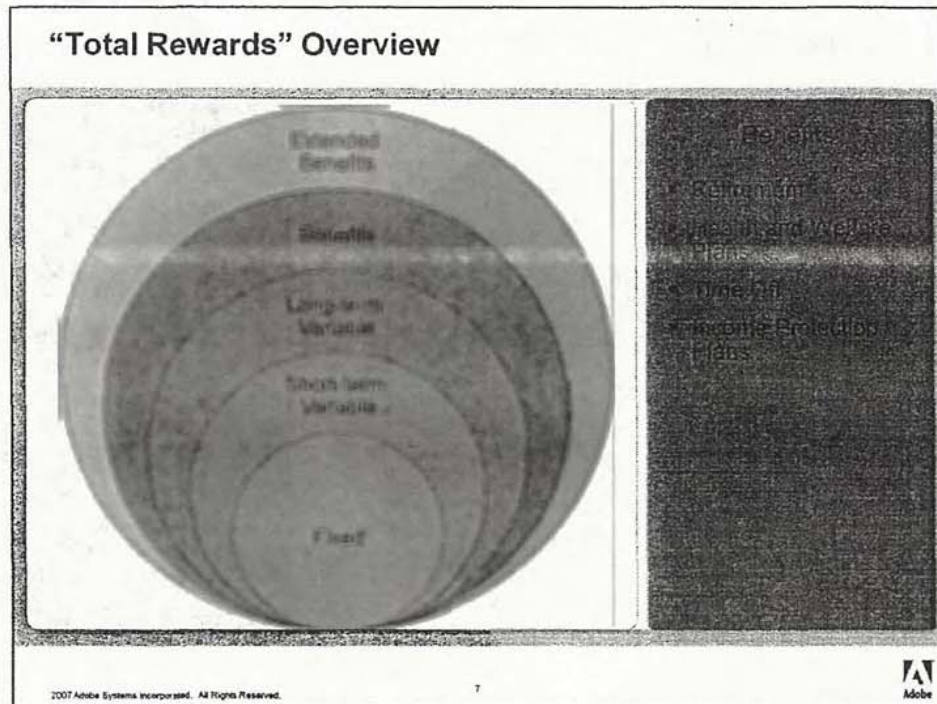
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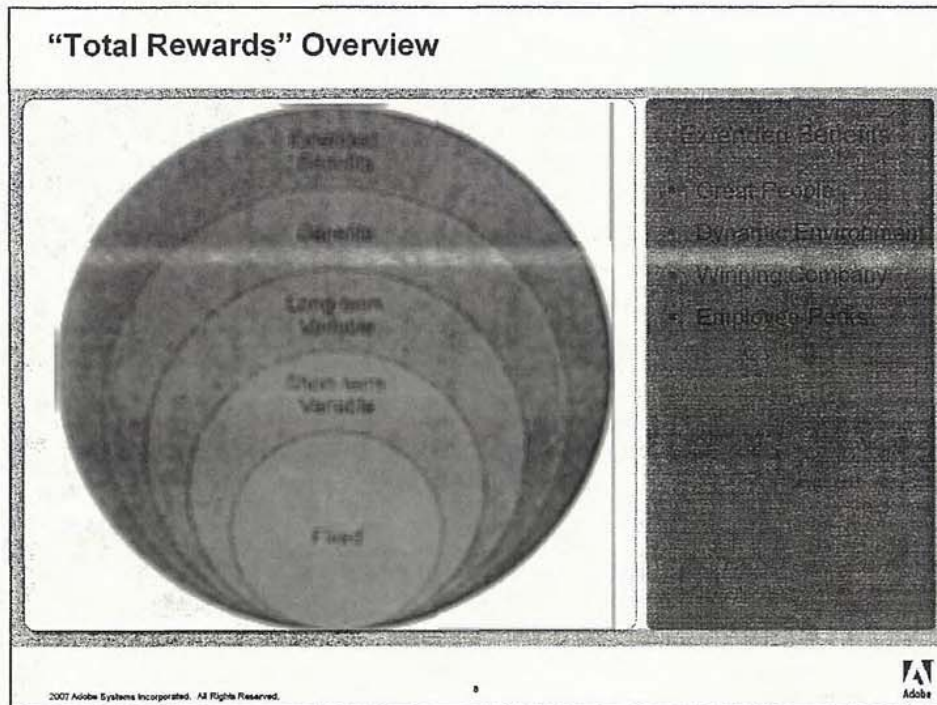




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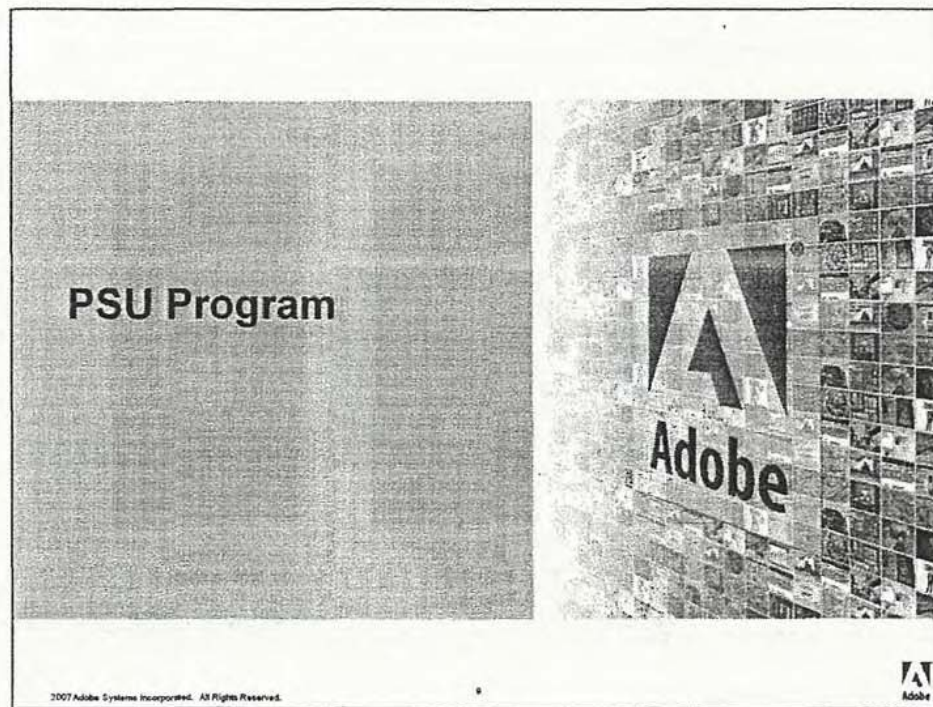


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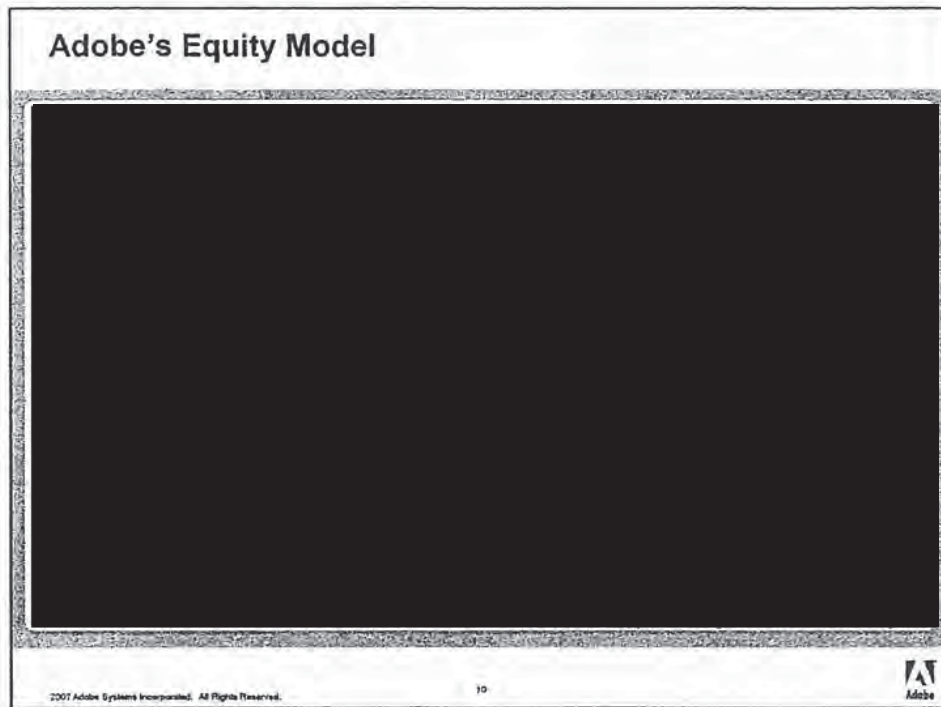


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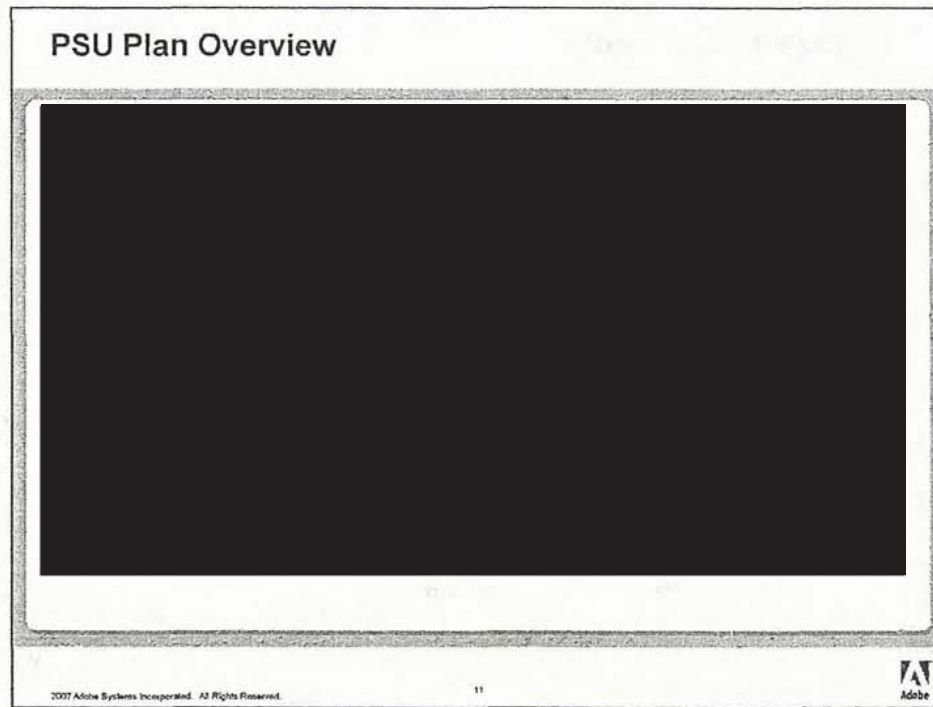


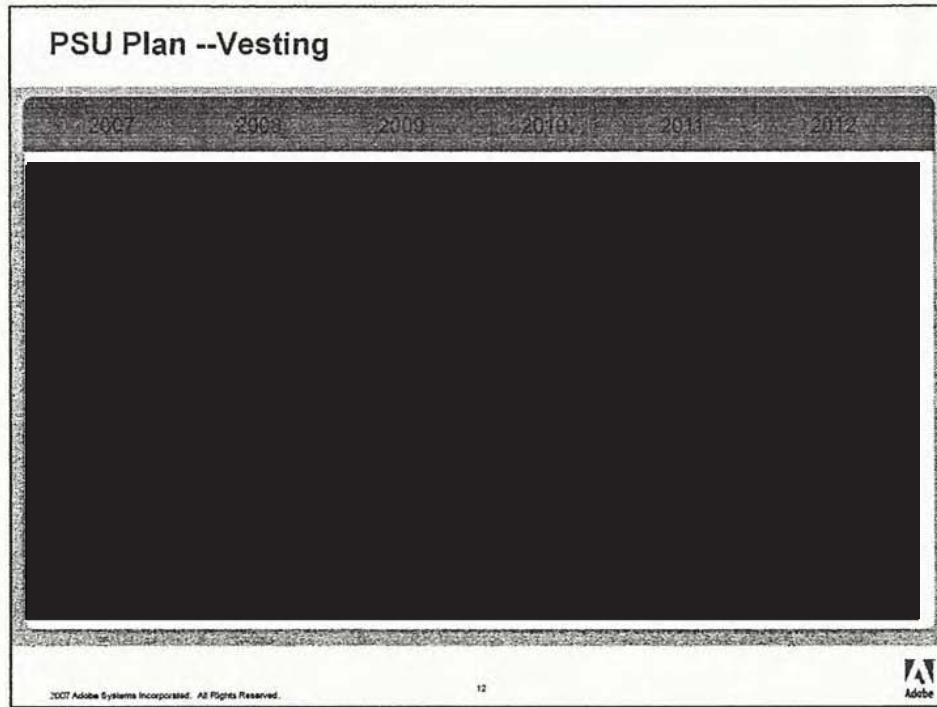


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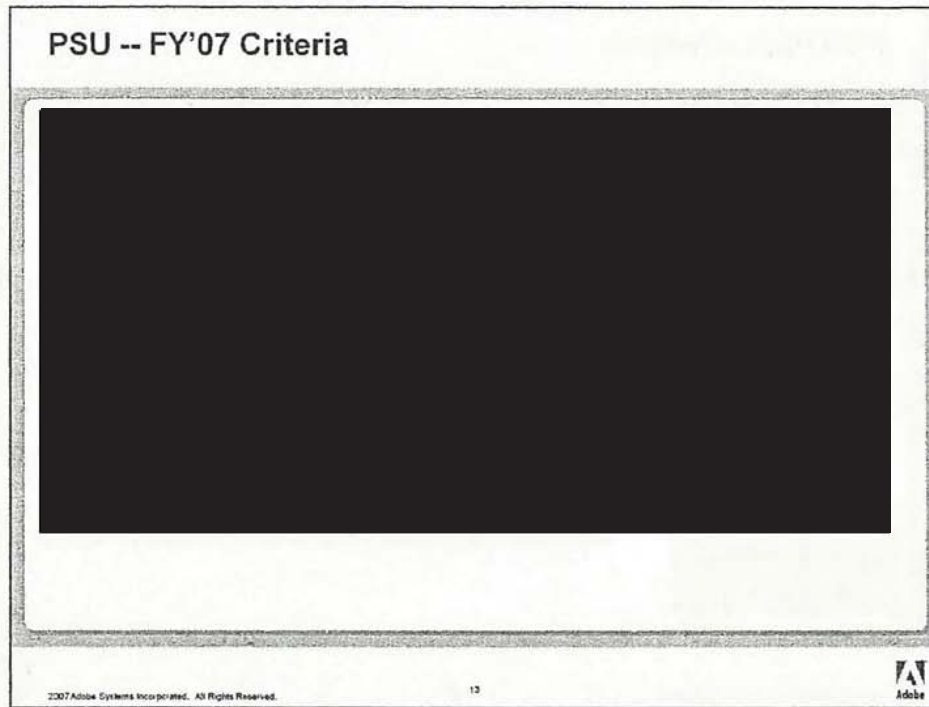
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[REDACTED]

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**FY'07 PSU Plan Matrix**



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**FY'07 PSU Plan Matrix – Overachieve AOP Scenario**

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15

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### FY'07 PSU Plan Matrix – Underachieve AOP Scenario

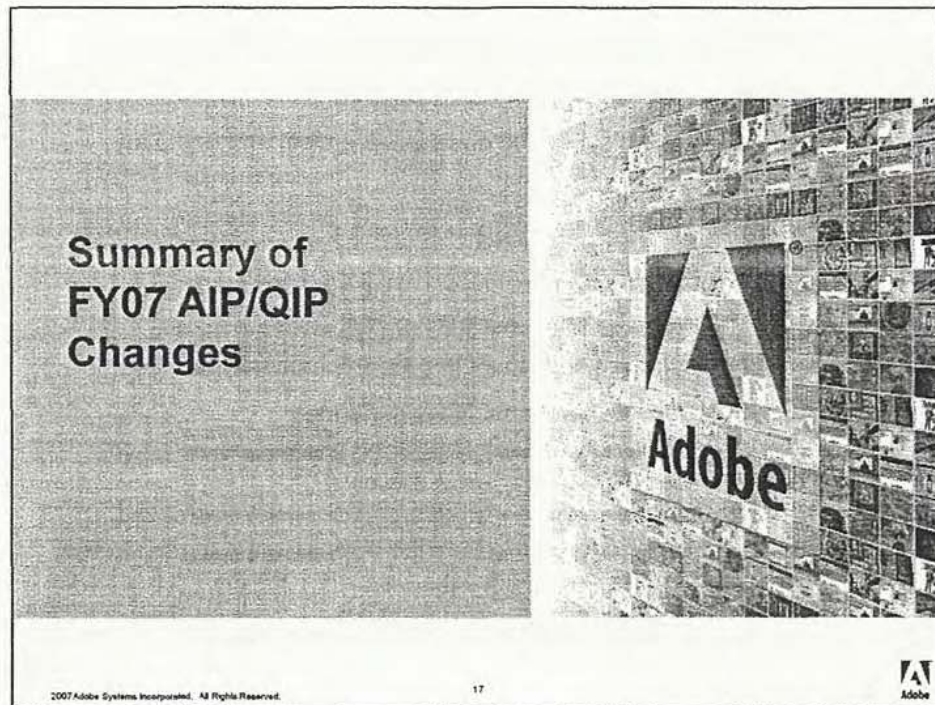
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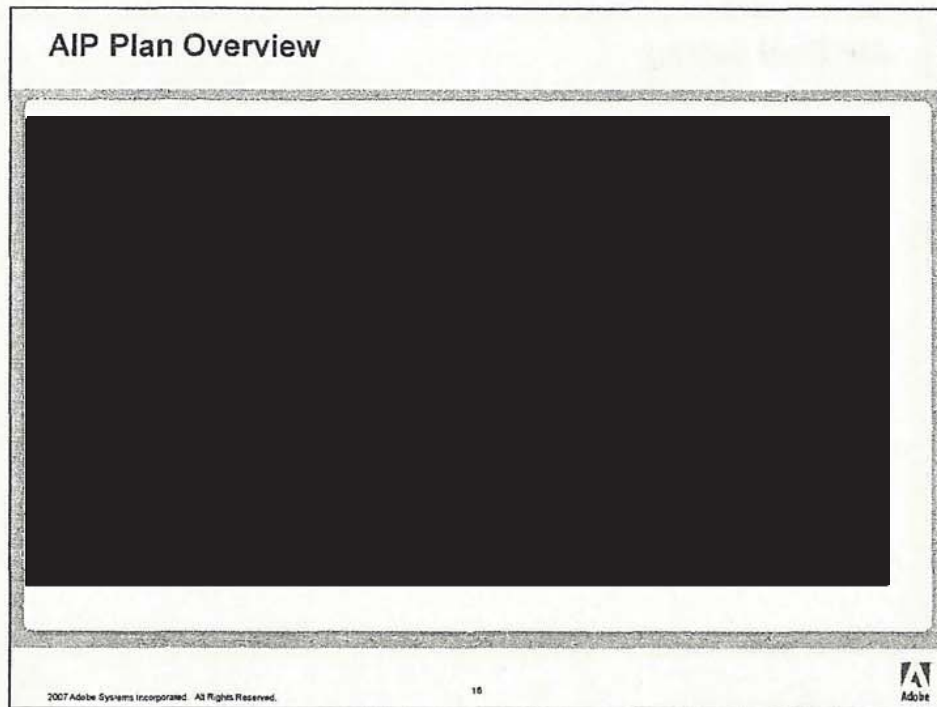
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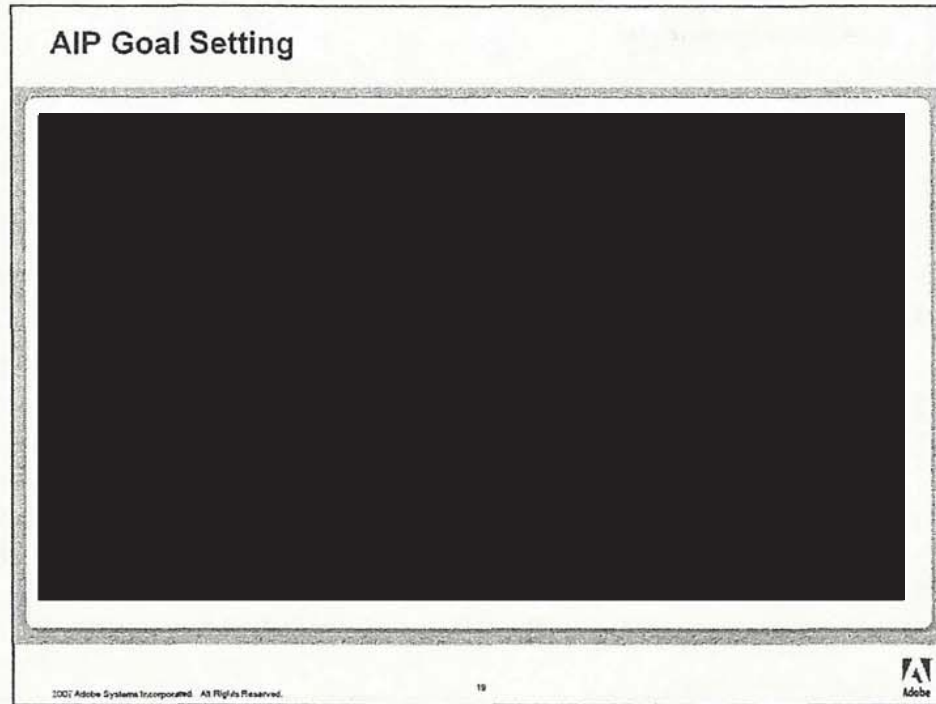
2786.89








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17-0116

2484.92

FY'07 AIP/QIP Payout Matrix	
	
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**FY'07 AIP/QIP Payout Matrix – Scenario A – Overachieve**



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**FY'07 AIP/QIP Payout Matrix – Scenario A – Overachieve**



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**FY'07 AIP/QIP Payout Matrix – Scenario B --  
Underachieve**



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**FY'07 AIP/QIP Payout Matrix – Scenario B --  
Underachieve**



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## AIP --Summary Changes

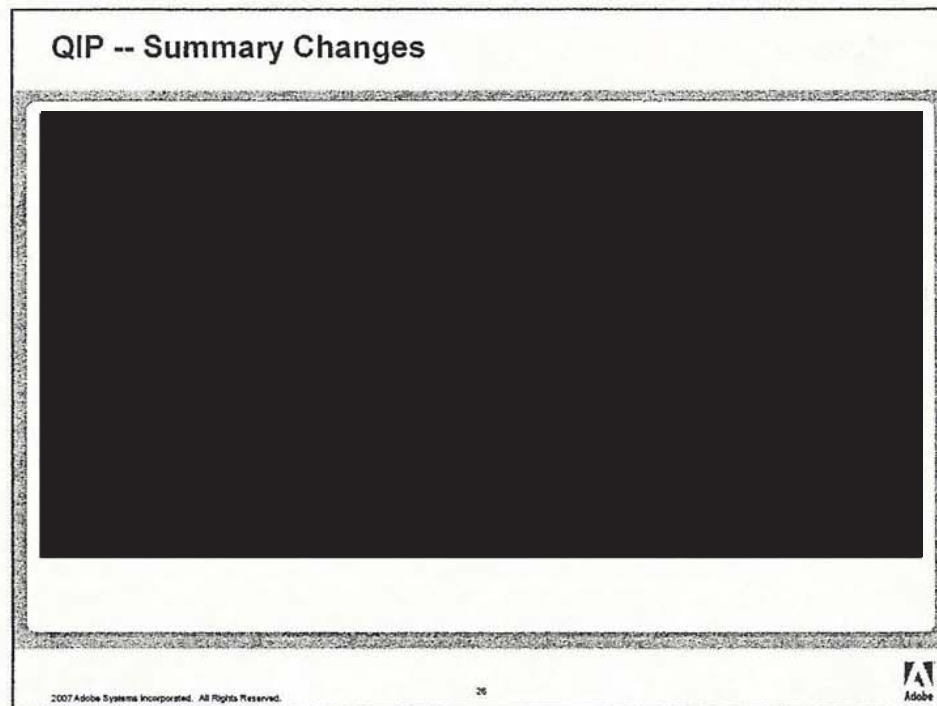


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24 82.99

### Next Steps

- Communicate to eligible members of your teams
- Reference tools provided
  - Plan documents
  - FAQs
  - PDF of presentation
  - Adobe Connect recording of materials
- Work with your HR Business Partner
  - They will bring in additional HR support as needed

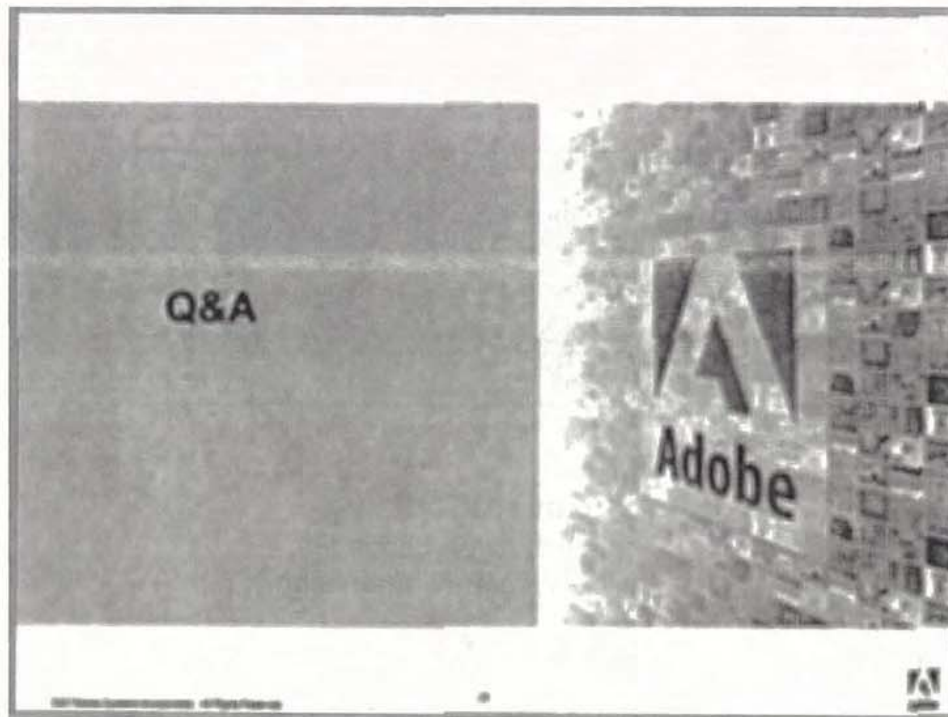
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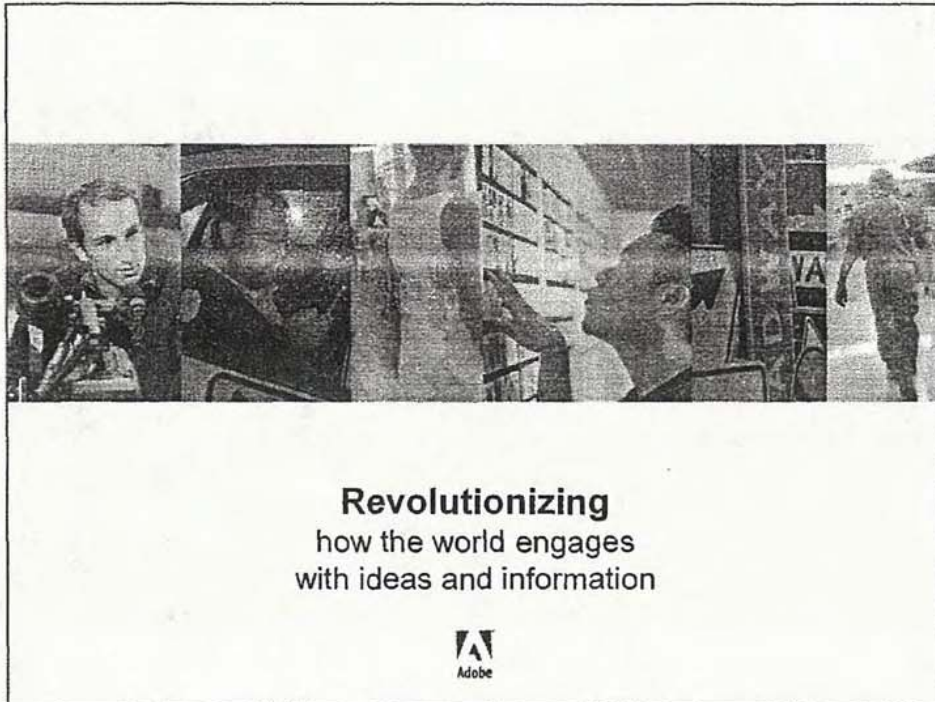


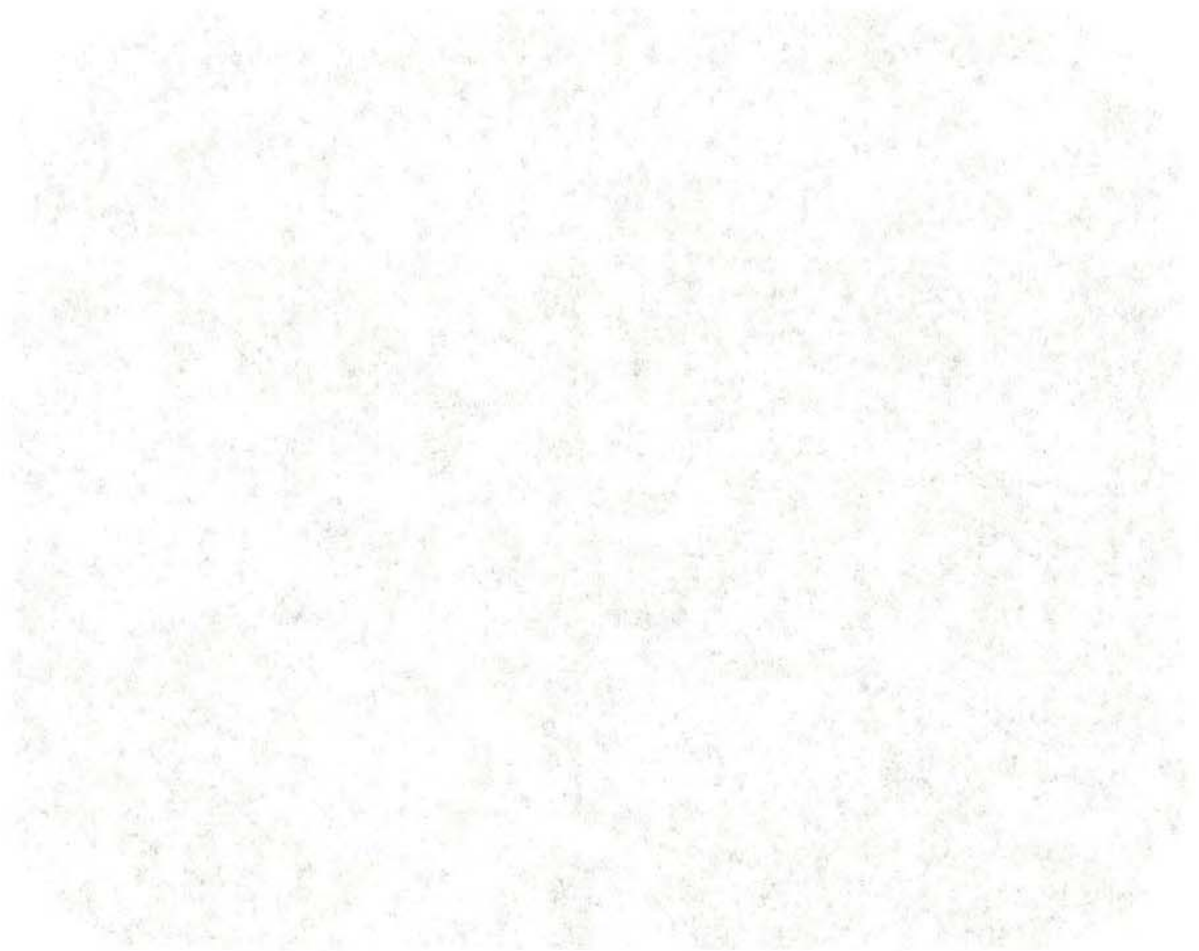
- Follow up email with links to documents and additional resources will be sent this afternoon

2486.160



2486.101





As per the instructions of the court, the following is being submitted:

## EXHIBIT 4

ADDITIONAL INFORMATION  
FOR THE COURT'S REVIEW

2013/05/17

2786.103



DOCUMENT

PLACEHOLDER

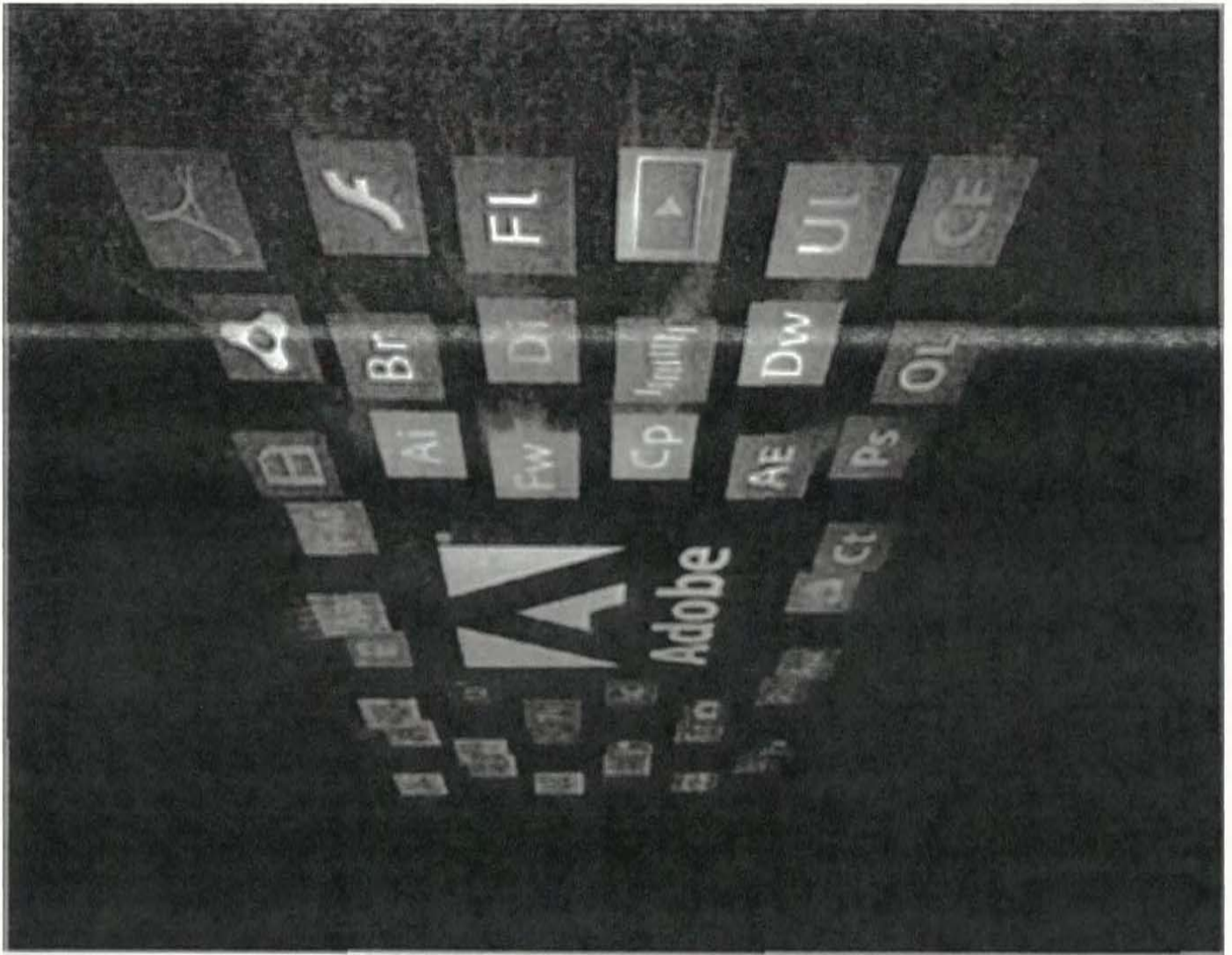
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# HR All Hands

Donna Morris

September 11, 2008

248.105

## Agenda

- Welcome
- Human Resources Strategic Plan
- Doug Mack – Photoshop Express
- Service Awards
- HR Excellence Award
- Q&A

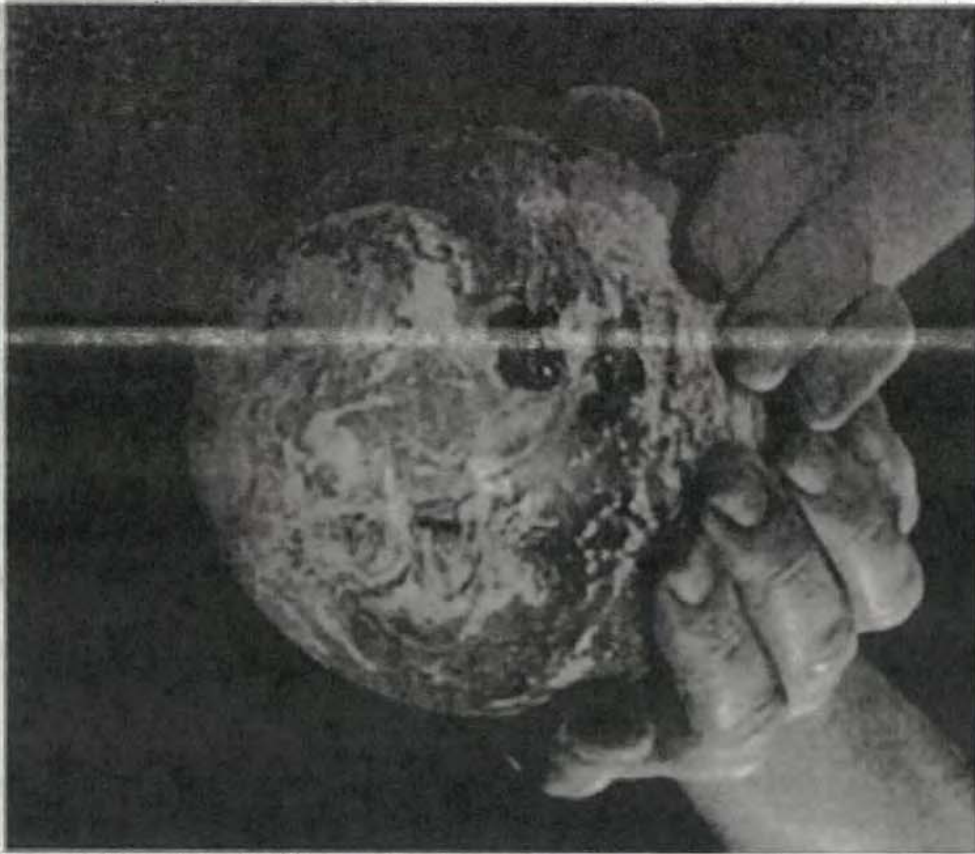
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## Welcome New Hires

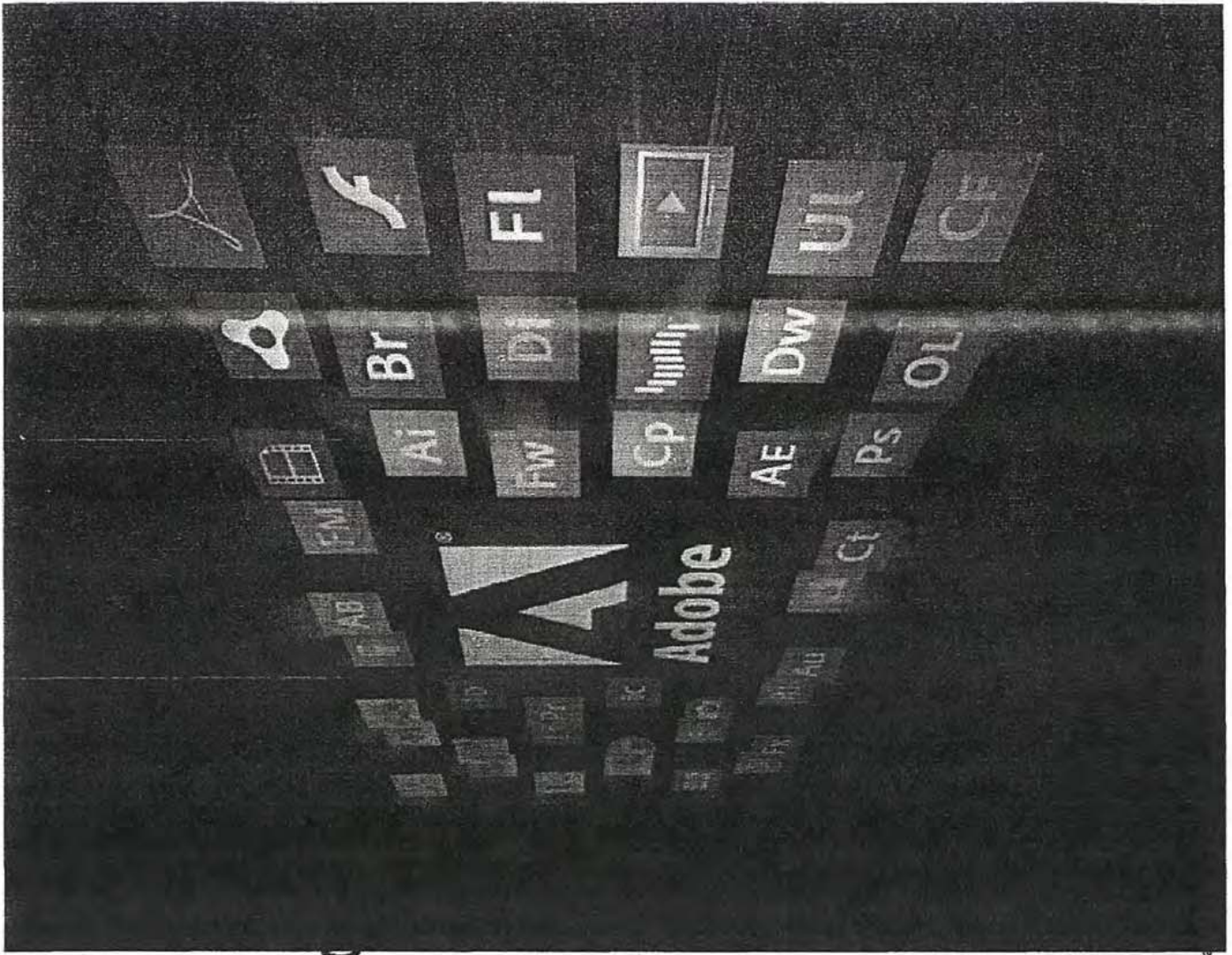
- Aparna Malik, Talent – Noida
- Shweta Tyagi, Talent Dev. – Noida
- Paul Larsen, HR Consulting – San Jose
- Diana-Emanuela Sandra, Talent – Bucharest
- Zoe Spicer, HR Consulting – London

24.86.107





# Human Resource Strategic Plan 2009 – 2011



## Overview

- HR Vision 2011
  - Strategic Areas of Focus
  - Success Measures
  - HR Capabilities – Developing for the Future
  - Global HR Distribution

2486.109



## Human Resources: 3 Year Strategic Imperatives

- Continue to evolve talent management capabilities that result in the ability to attract, develop and engage top performing global employees
- Ensure a foundation of world class HR programs, systems and services that deliver exceptional experiences
- Develop and execute upon a compelling total rewards strategy that contributes to the ability to attract, engage and align employees to deliver upon business results
- In partnership with leaders drive focused organizational change aligned with our core values that contributes to high levels of organizational effectiveness and employee engagement

248.116



Global Growth & Innovation



248.111



## HR Strategic Areas of Focus

Create a vibrant and dynamic workplace recognized for attracting and developing exceptional employees who are rewarded for their contributions to our business.

Talent  
Management

Total Rewards

Organizational  
Growth and  
Development

HR Operations

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2014 HP V1



2180.113



Key Areas of Focus 2009 - 2011

- Org Growth & Development

[REDACTED]

- Talent Management

[REDACTED]

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Key Areas of Focus 2009-2011

- Total Rewards



- HR Operations



2486.115




## Strategic Plan Success Measures

Success Metric	Measurements	Targets
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Strategic Plan Strategic Measures		
Key Priority	Desired Outcome	Performance Measures
		

1176

2482.117





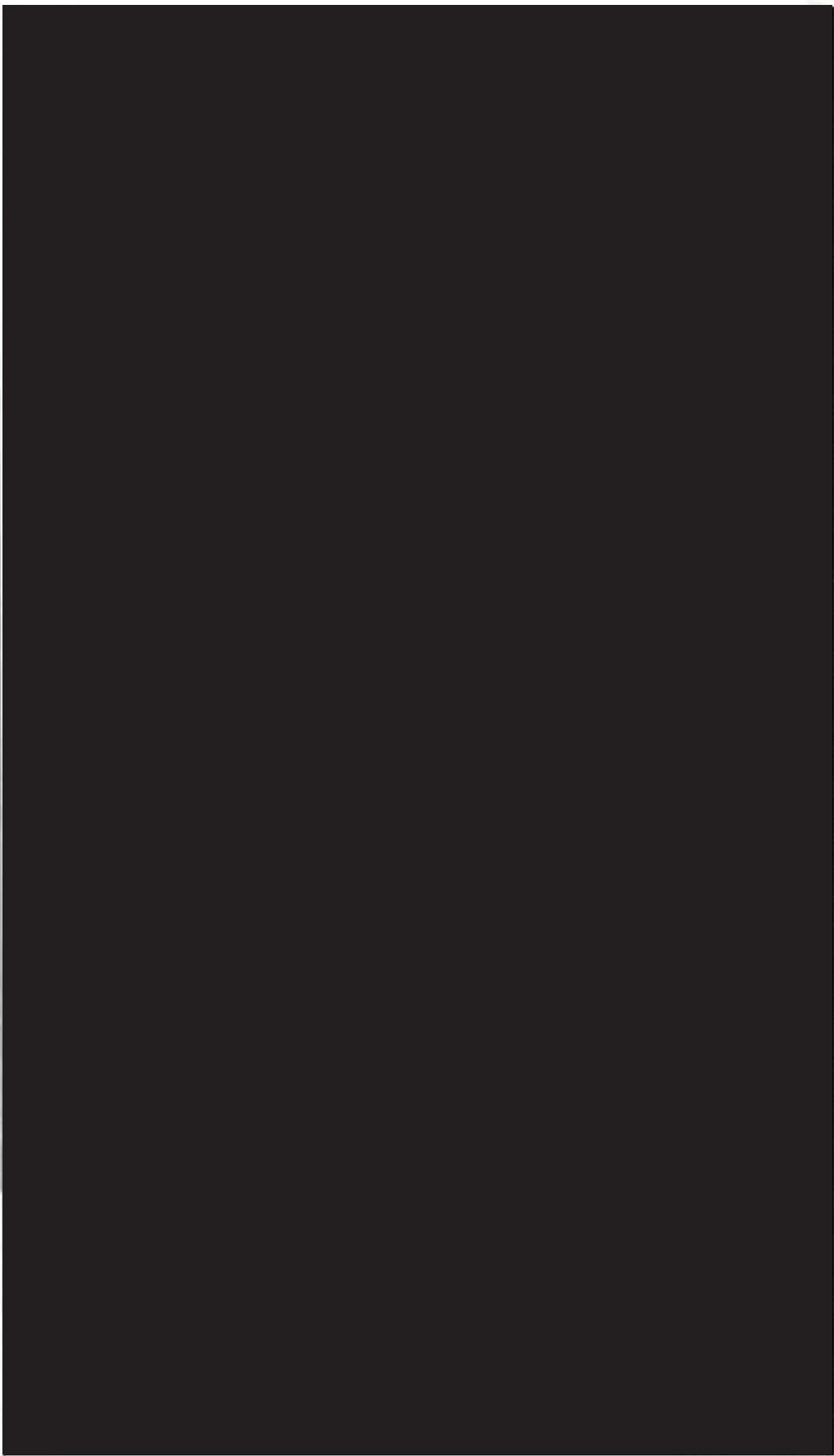
HR Capabilities – Developing for the Future



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HR Capabilities - Developing for the Future



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Current

Distribution - 2005 vs.

Headcount



2486.120

